

DEPARTMENT OF PERSONNEL ADMINISTRATION

LABOR RELATIONS DIVISION

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243



May 2, 2006

Bob Wolf, President
Ken Hale
Director of State Rank and File Affairs
CDF Firefighters, Local 288/IAFF AFL-CIA
1731 J Street, Suite 100
Sacramento, CA 95814

Dear Mr. Wolf:

Consistent with statutory requirements, the State is prepared to begin negotiations with CDF Firefighters, Bargaining Unit 8, for a successor contract and submits the attached initial bargaining proposals.

As in previous years, the employer reserves the right to make additional proposals and will invite public review and comment at that time.

We look forward to receiving the CDF Firefighters' proposals and beginning negotiations.

Sincerely,

A handwritten signature in cursive script that reads 'Jacquelyn Sanders'.

Jacquelyn Sanders
Senior Labor Relations Officer

Attachment

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
CDF Firefighters
Bargaining Unit 8**

The State is prepared to negotiate language that provides management maximum flexibility to maintain optimum public service.

The State of California is prepared to negotiate language utilizing a total compensation approach to employee compensation and benefits. Total compensation may include, but is not limited to, the following:

Article 11 Health and Welfare
Article 13 Retirement
Article 17 Salaries

Article 6 Grievance and Arbitration Procedure - The State employer proposes to update the arbitration process to include a provision that an arbitrator's award with a cost impact to the State of \$250,000 or more requires legislative approval.

Article 8 Hours of Work -The State is prepared to negotiate provisions in Article 8 Hours of Work, including but not limited to overtime and the ten-year Side Letter on sleep time exclusion.

Article 10 Leaves -The State is prepared to negotiate Article 10 Leaves, including but not limited to holidays. The State Employer proposes to more closely align the state's holidays with other governmental agencies and the private sector by eliminating one paid holiday, to be negotiated with employee organizations. The State employer proposes to include these changes in statute as well as the Memoranda of Understanding.

Article 16 Entire Agreement - The State employer proposes to update the entire agreement provision to include the new provisions of Government Code Sections 3517.63, 19829.5, and 19829.6 (SB 621) which require that any agreement reached requiring expenditure of funds of \$250,000 or more shall be submitted to the California Legislature for approval before it is binding on the parties, as well as other changes that may be necessary.

The State employer reserves the right to add, modify, delete or otherwise change proposals during the course of negotiations.